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**LEADERSHIP**  
Through People Skills/  
*Dimensional Management  
Training II*

**George H. Ryan**  
*Governor*

**Sam W. Nolen**  
*Director*

**Douglas W. Brown**  
*First Deputy Director*



Psychological  
Associates, Inc.



## *What is LTPS?*

Leadership Through People Skills® is an intensive, 32-hour learning experience which focuses on developing and enhancing one of the main attributes of an effective leader: effective people skills. Participants will learn how to size-up behavior, motivate others, and conduct effective one-on-one interactions.

## *Who should attend?*

The course is intended for sworn and code middle and upper level managers, and up-and-coming leaders who have shown a mastery of basic managerial skills.

## *How it works*

LTPS succeeds by using a dynamic learning environment that includes adult learning principles applied throughout the seminar.

- ◆ **Small-Group Learning:** Teams of four or five work together throughout the seminar to practice, solve problems, and provide critiques and feedback.
- ◆ **Role-Playing:** Within your team, you will complete a series of role-plays designed around real situations that you face in your work environment.
- ◆ **Critique and Feedback:** Each role-play is videotaped and followed by a thorough and candid analysis provided by your team members. Participants learn to view themselves as others see them.



- ◆ **Action Learning:** The seminar is a combination of lecture, demonstrations of skills, and team activities. Participants practice managerial skills to discover their own strengths and weaknesses.
- ◆ **Problem-Solving Skills:** As part of the problem-solving and decision-making process, you will learn to tap into others' creativity in order to utilize them more effectively.

*Prior to attending the program, you will complete two to three hours of prework. By starting the learning process in prework, you can devote more time to action-learning and practice in the seminar.*

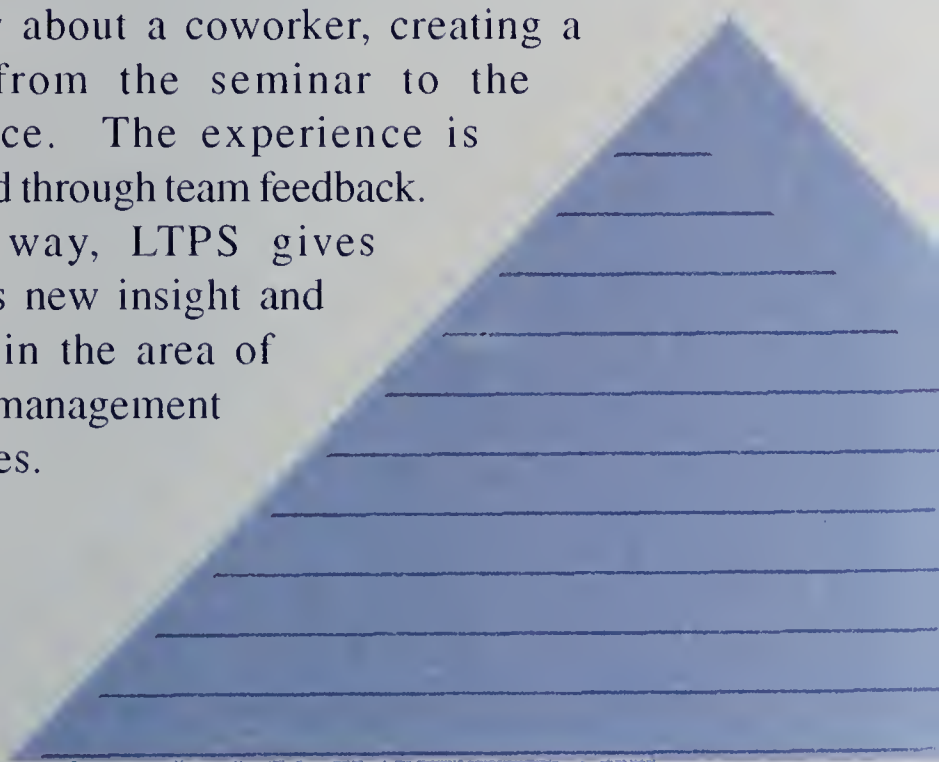
## ***Key Benefits***

Participants will learn to:

- Entrust people to act competently and confidently.
- Apply appropriate managerial and supervisory skills to interactions with direct reports, peers, and superiors.
- Gain insight into their on-the-job behavior.
- Improve performance through structured feedback from other team members.

Participants plan and rehearse an actual meeting, a real-life role-play about a coworker, creating a bridge from the seminar to the workplace. The experience is reinforced through team feedback.

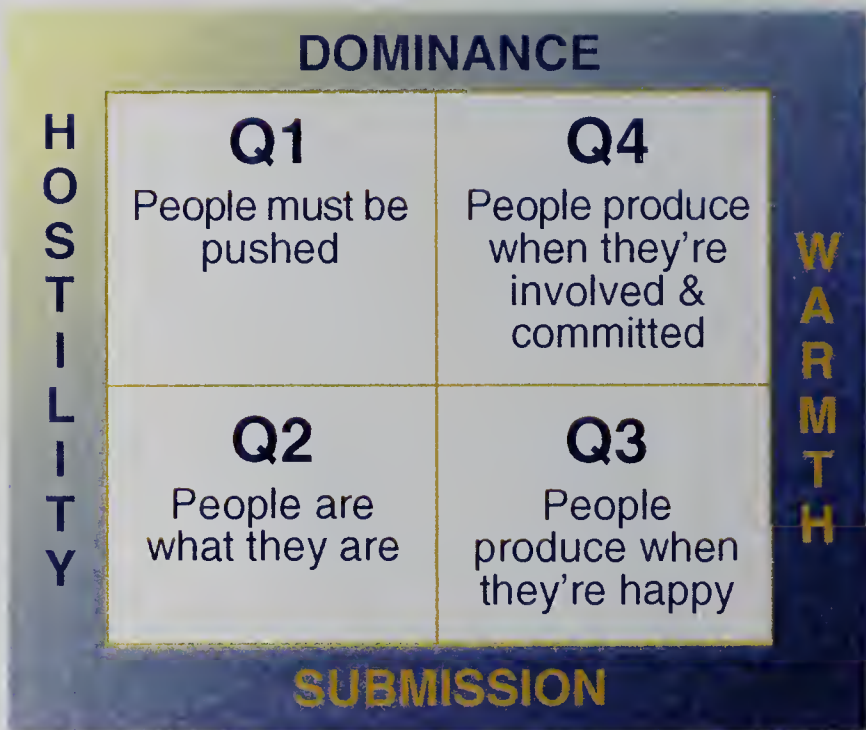
In this way, LTPS gives managers new insight and practice in the area of modern management techniques.



# *The Dimensional Model*

A key factor in applying management skills is the ability to recognize and manage the most common types of employee behavior.

LTPS places special focus on the Dimensional Model of Behavior®, which identifies basic patterns of human behavior and classifies them into four quadrants.



Participants learn to use the model to size-up the behaviors of superiors, peers, and direct reports. They discover how they can use the model as a management tool to adapt to each behavior pattern and to develop individual strategies for making personal interaction more effective and productive.

# ***Program Information***

The program is certified by the Law Enforcement Training and Standards Board.

## ***Tuition:***

Residential - \$503.06 which includes all seminar materials, meals, refreshments, and lodging

Commuter - \$454.23 which includes all seminar materials, refreshments, and lunches

Field - \$441.33 which includes all seminar materials and refreshments

## ***Schedule:***

Classes begin on Monday at 12:30 p.m. until 5:30 p.m.; Tuesday through Thursday from 8:00 a.m. until approximately 5:00 p.m.; and Friday, 8:00 a.m. until noon.

## ***Location:***

Illinois State Police Academy, 3700 East Lake Shore Drive, Springfield, Illinois 62707-8639. Exit 88 from Interstate 55.

***For information about the course, please contact the program coordinator, Ms. Patricia T. Kelly. For available training dates and to register for the course, contact Mrs. Sharon Stancil, Registrar. They may be reached at 217-786-6902 Monday through Friday.***

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